



Namibian Volleyball Federation



Technical Report

December 2020 – October 2021

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Introduction

The NVF Technical Department is a strategic key component that drives the core mandate of NVF through various operational sub-departments namely: **Coaches, Development, Competitions, Medical** and **Referees** departments. For a holistic technical approach, the **Beach Volleyball** report also features in this document. The 2020-2024 NVF Strategic Plan aims at enhancing capacity and competence at all facets of volleyball in the country through regional associations.

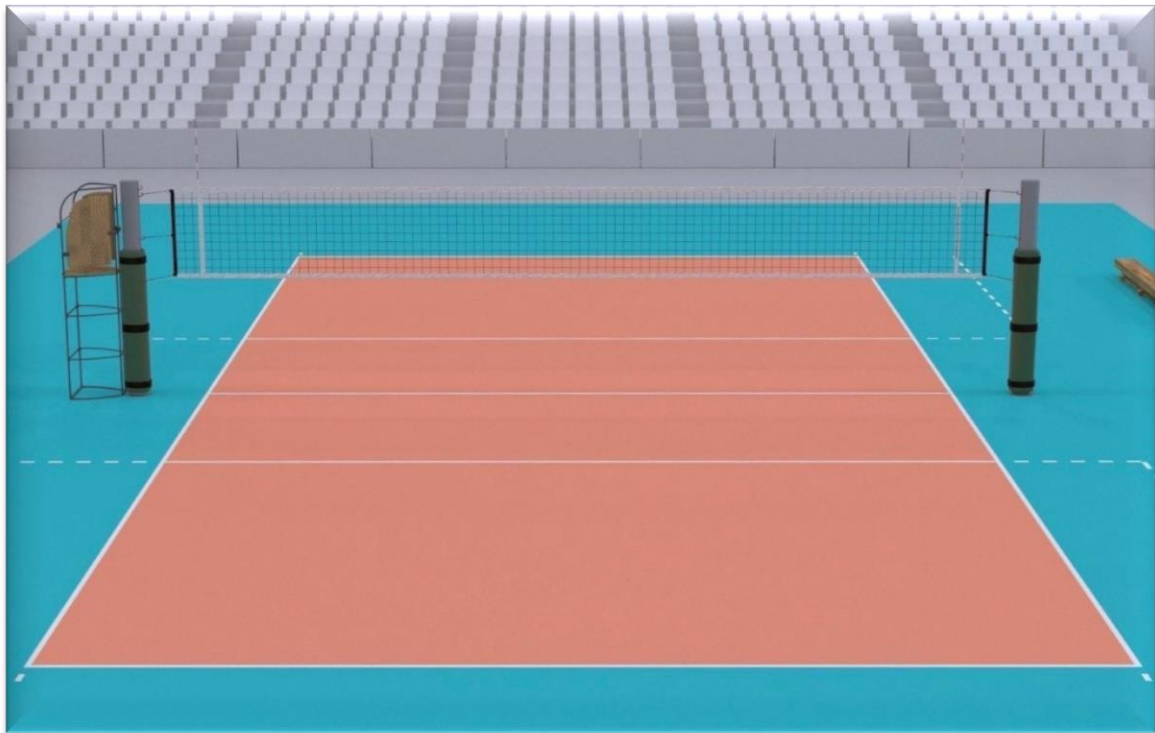
The Strategic Plan was designed based on agreed performance outcome and accountability that leads to stakeholder satisfaction, increasing participation, sustained growth, organising great competitions and increased international success. While addressing the above-mentioned, collaboration, cooperation, alignment and partnerships must be the clear focus for volleyball to be successful in the future.

Our collective approach to develop, source and enhance participation opportunities nationally and internationally is of paramount importance. The way we engage with sport is changing therefore the NVF priority is to innovate, communicate and offer ongoing opportunities for all wishing to participate in volleyball.

There is a quote that says *“to look backwards for a while is to refresh the eye, to restore it, and to render it fitter for its prime function of looking forward.”* The past seven months for NVF has certainly been a case of examining the past to create a more productive future.

This behoves the Technical Department to reflect on the report that zooms in all areas of competitions held over a certain period and also provide guidance and possible recommendation to both the Executive Committee and the Board of Administration as well as clubs/teams.

This Technical Report, therefore, covers all accounts of activities that were executed from December 2020 to June 2021. The report further analyses the data collected in terms of players’ demographic aspect, the qualified coaches’ and their gender distribution, number of teams and players registered in comparison to the preceding season. The competitions results are very crucial to form part of the report as well as for record-keeping for future events.



The Technical Team



Joseph Amakali
Technical Director

Joseph was appointed in March 2020 as Technical Director. He re-joined NVF in 2015 as a Director of the Referees Department while he was the Chairperson of Central Volleyball Association. Earlier, he served the NVF as 1st Additional Member in 1998-2000 and 2nd Additional Member in 2005 before he was elected as Secretary-General and served from 2006 to 2011.



Johannes Uushona
Director – Competition Department

John re-joined NVF in 2015 as a Director of the Competition Department responsible for indoor volleyball. He previously served as a 2nd Additional Member in the NVF Management Board from 2008 to 2010.



Wendelina Nailonga
Director – Development Department

Wendelina joined NVF in 2015 as a Director of the Development Department while she was serving as a Competition Director at the Central Volleyball Association. She also served as an African Dream Project Manager for Khomas Region in the same year.



Ndinelago Kasheeta
Director – Referees Department

Ndinelago joined NVF in March 2020 as a Director for the Referees Department. She served in the same position at the Central Volleyball Association



Kunaune Kasume
Director – Medical Department

Kunaune joined NVF in July 2020 as a Director of the Medical Department. He has been involved in football as a medic for some years.



NVF mourns the death



When a great man dies, his legacy lives on.

A treasured and dear friend to the Volleyball Family, Mr Verrinder passed away on 3 July 2021. He has been a superb member of the Namibia Volleyball Federation in his capacity as a Beach Volleyball Director, a position he served with passion and enthusiasm until his passing. He was also an outstanding Beach Volleyball National Team coach for 8 years and has achieved a lot.

The Volleyball Family will forever remember Mr Verrinder's boundless energy, passion and devotion to developing beach volleyball players.

of Mr James Verrinder



1. NVF Strategic Plan Review

A 5 years Strategic Plan was formulated to provide strategic guidance on the actions and priorities of the NVF from 2021 to 2025. The initial Strategic Plan was designed to start in 2020 to 2024 but due to COVID-19, the launch was only done in November 2020 which forced the leadership to adjust it accordingly.

This review took stock of the challenges experienced and consequently new ways and interventions of overcoming those challenges were initiated. The Situational Analysis, which integrated internal and external environmental review through SWOT and PESTLE tools, identified NVF's current strengths, weaknesses, opportunities and threats. It is envisaged that through the Strategic Plan, the vision and mission of the NVF are clearly articulated, strategic objectives clarified, and KPIs formulated to mark and communicate the Federation's progress towards meeting its strategic objectives.

1.2 Strategic Objective

Strategic Objectives (SOs) are the desired aims and outcomes that NVF seeks to accomplish during the strategic period. SOs identify the areas the Federation will focus on, in response to its situational realities as it seeks to fulfil its mandate, realise its vision and accomplish its mission. The SOs provide a basis for the Federation's KPI Framework i.e. what NVF will monitor, measure and report on, on an ongoing basis in the 5 years.

1.2.1 Priority areas

The priority areas are divided into various projects driven by the outputs that are cutting across all departments of NVF. Each project has its action steps to be undertaken in the realisation of such projects.

Priority 1 > Ensure effective governance and administration

Priority 2 > Accelerate Grassroots Development and maximum Participation at all NVF levels

Priority 3 > Accelerate High Performance and Technical Development

Priority 4 > Expand Income Generation

Priority 5 > Ensure quality of Competitions and Events

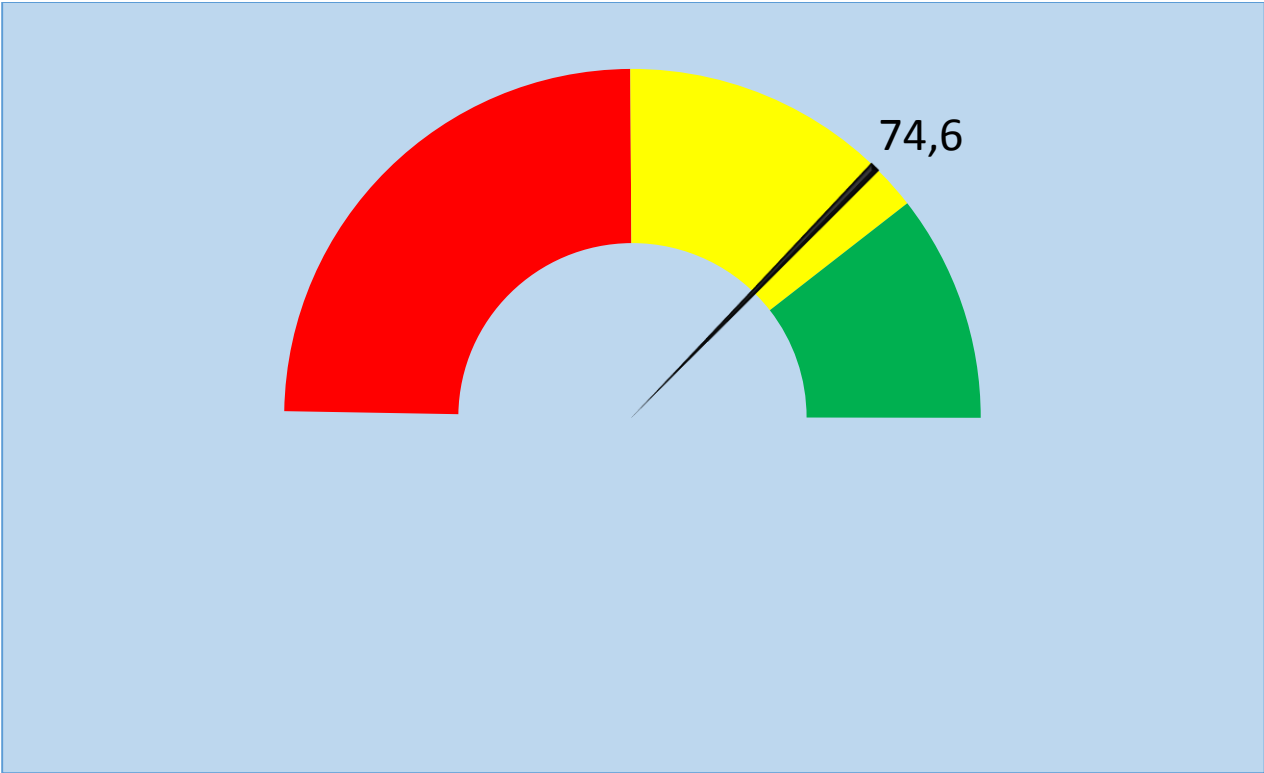
Priority 6 > Ensure good communication and Stakeholder Engagement

An automated performance matrix was employed to assess the NVF's performance for the reporting period. Where targets were not realised, reasons for variance and proposed interventions are spelt out as a war forward. It is worth noting that most of the reasons for not achieving the targeted results are a result of the COVID-19 pandemic.

Overall, it is commendable that projects that were not affected by the pandemic, targets were achieved with the review of the NVF Constitution that has gone beyond the target.



Below is the Average Performance Speedometer for the reporting period derived from the performance review tool.



Even though few projects that were executed as planned, the speedometer above shows the overall performance of the NVF taking into account all the projects.

Recommendation:

- a) To craft a strategy that is responsive to the needs of the regional associations and key stakeholders, the NVF need to establish and incorporate the views and inputs of regional associations and key stakeholders into its strategy. It can be done through questions that sought to establish the challenges that regional associations and other stakeholders encounter in dealing with the NVF. The result of this exercise will give an insight into the challenges that NVF's 2021 - 2025 Strategic Plan would need to address decisively.
- b) Regional Associations to own the strategic plan and not to treat it as an NVF Executive's document. All programme to be designed in line with the strategic objective.



2. Development

2.1 Grassroots Development

Priority #2 of the 2020-2024 NVF Strategic Plan talks about Acceleration of Grassroots Development and maximum Participation at all NVF levels. During the period under review, nothing happened in terms of grassroots development at the National level. The lack of grassroots development hampers the growth of volleyball as this serves as a feeding belt into the system. There is a need to commit more



funds to grassroots development. The NVF Development Department is looking at modalities of empowering identified individuals in the regions such as Kavango West and Ohangwena who are seen to be doing a great job without any support from the NVF. This assessment was done during the MTC Youth Games held in December 2020 at Rietfontein. All programs that speak to the development must be channelled through the Development Department to ensure proper coordination, support and monitoring.

Recommendation:

- a) *The ABC Project should be activated in all Associations to make it one of the Regional leagues feeding programs.*
- b) *Development Department to aggressively drive the grassroots development programme agenda through Regional Association as it is the only way it is possible for NVF to achieve goals at the top end. This should be coupled with Talent Identification Programme.*
- c) *School Department through the NSSU to sensitise schools to introduce school volleyball competition.*



2.2 MTC National Youth Games

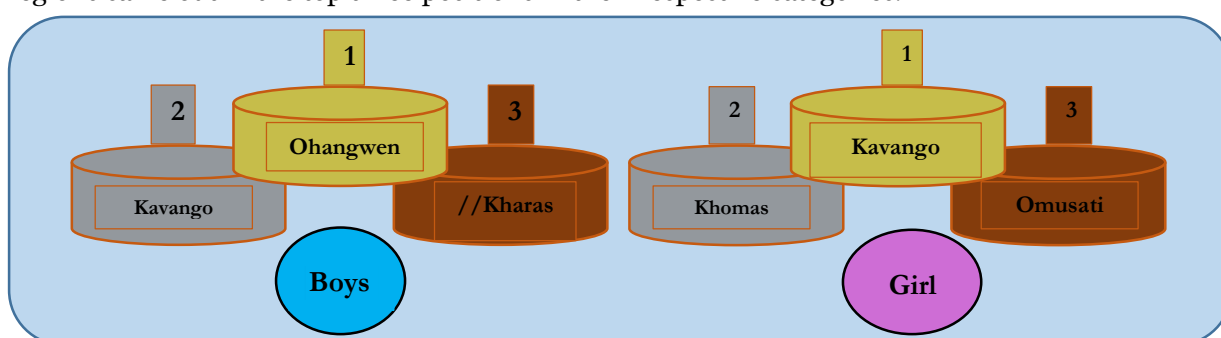
The MTC National youth games were hosted under the auspices of the Namibia Sports Commission (NSC) at Rietfontein on 16 – 18 December 2020 where each National Federation was tasked to organising their sport code. The games aimed to select the National under 20 Team to represent Namibia at the Region 5 Youth Games.

2.2.1 Participating Regions

Even though it was expected that all 14 regions would participate, only 12 regions took part namely; //Kharas, Erongo, Hardap, Kavango East, Kavango West, Khomas, Kunene, Ohangwena, Omusati, Oshana, Oshikoto and Zambezi

2.2.2 Tournament results

The teams displayed a spectacular performance and after an exciting three days event, the following regions came out in the top three positions in their respective categories.



2.2.3 Selected Players

Below are the players who were selected to form part of the training camp where a final team would be selected.

Boys		Girls	
Name and Surname	Region	Name and Surname	Region
Paulus Mashuna	Khomas	Aune Iiyambo	Omusati
Ndamo Tomas	Oshikoto	Klaudia Negwila	Omusati
Andreas Martin	Oshana	Emily Kaulinge	Omusati
Wilbard Angula	Oshana	Ebba Amwaama	Omusati
Nicanor Nangombe	Oshana	Hilde E	//Kharas
Samuel Mapowe	Oshana	Erikka A	//Kharas
Muhepa Mbangu	Kavango West	Letti Taapopi	Khomas
Simon Alexander	Ohangwena	Albertina Shilelo	Khomas
Hafenanye Immanuel	Ohangwena	Loini Shishiveni	Khomas
Nalukaku Appolus	Ohangwena	Sophia N	Khomas
Haighumbi Mark	Ohangwena	Harris L	Ohangwena
Weyulu Daniel	Ohangwena	Lukas E	Ohangwena
Johannes Andelinu	Ohangwena	Kavenambutako Elizabeth	Kavango East
Hakuna Theopolius	Ohangwena	Shekupakela Esvigo	Kavango East
Tulipuye Andelinus	Omusati	Sampopi Veronica	Kavango East
Joel Haufiku	Omusati	Kazumba Ashly	Kavango East
David Haufiku	Omusati	Josephine Manase	Oshana
Simon Haufiku	Omusati	Aune Nekwaya	Oshana
Jason Angula	Omusati		
Joas Mbalile	Omusati		







2.2.4 Challenges

- a) There is no proper structure between the NSC and NVF in preparation of the games.
- b) Lack of proper channels of communication between NSC and NVF.
- c) NVF is not involved in the technical decisions taken which put the Technical Team under pressure during the games.
- d) NSC applies a straitjacket to all sports codes forgetting that rules are not the same.

2.3 Senior Players Development

There has been no evident development of senior players during 2020/2021, it is expected that the training of coaches in November 2020, could help in developing seniors during the next season.

The selection of the Senior National Team Players could not take place as a result of the Regional Association Championship got postponed due to COVID-19. The selection is the first step of the three months National Team Development Project guided by the NVF Strategic Plan under priority #3 "**Accelerate High Performance and Technical Development**". Stakeholders' engagement continues whilst waiting for the COVID-19 situation to normalise.

The Technical Department has realised a lack of high-performance development for senior players over the years. The players' growth ends at the junior level, no further continuation can improve the performance. The volleyball level can only improve if both the NVF, association and clubs/teams work toward high-performance development. With the lack of qualified coaches at club/team levels, there will be no performance improvement.

Recommendation:

- a) *The Technical Department should explore more development programmes for senior players to enhance players' development by assisting clubs/teams.*
- b) *Individual clubs/teams or selected committees from different associations should be encouraged to enter into partnership agreements to assist each other in development. Clubs/teams can visit each other and organise friendly matches, two teams' tournaments and or hosting joint training sessions.*
- c) *Clubs/teams are encouraged to individually or jointly organise tournaments to give more playing opportunities to players. Apart from more games, clubs/teams can generate funds whilst building relationships.*
- d) *Clubs/teams should strive to initiate specialised training sessions to improve the individual player's skills. Specialised training sessions can also be initiated through the regional structure where players from various clubs/teams who play a similar position can come together.*



Club/Team partnership illustration







CVA

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CVA

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mic

mic

2.4 Referees Development and Analysis

The standard of officiating has gone down and there is a need for referees' refreshers across regional associations to uplift the standard. The increasing demand for referees' course from all regional association helps greatly to overcome the current shortage as well as to improve uplifting the referees' performance.

The NVF Referees Department has created an evaluation form of referees and this is not being utilised at all. Central Volleyball Association has attempted to revive the evaluation shortly before the contact sports were prohibited in June 2021. The referees' evaluation helps in assisting referees in the areas that they are lacking, it can as well create uniformity among referees in terms of officiating.

2.4.1 Lack of interest

There has been a lack of interest in refereeing among the existing referees, the preliminary finding indicated that referees feel not valued. Payment of referees has been also a contributing factor over the years, there is a need to increase the referees' payment per game to a minimum of 40 dollars per game.

1.3.2 Referees uniform

The NVF Referees Department has made a provision for associations to design their

2.5 Coaches Development and Analysis

There was no demand for coaches' courses across all Regional Associations for the period under review, this is contradictory to what is on the ground since most of the teams are being coached by coaches with no coaching qualification. The other hindering factor is the lack of Coaches Department Director that has been vacant for too long.

During the events hosted in the period under review, it was observed that coaches need to attend a tailor-made course covering the coaches'

uniforms provided that they conform to the standard as stipulated in the NVF Circular. So far only CVA has designed its uniform, other associations are encouraged to follow suit.

There have been referees officiating without a proper dress code and this does not give a good picture. Equally, there has been an abuse of referee uniforms supplied by NVF, this situation does not only reflect badly to the NVF but also the sponsors, potential sponsors and volleyball in general. Referees have been cautioned through association directors to treat the uniform with respect and only use it for the intended purpose.

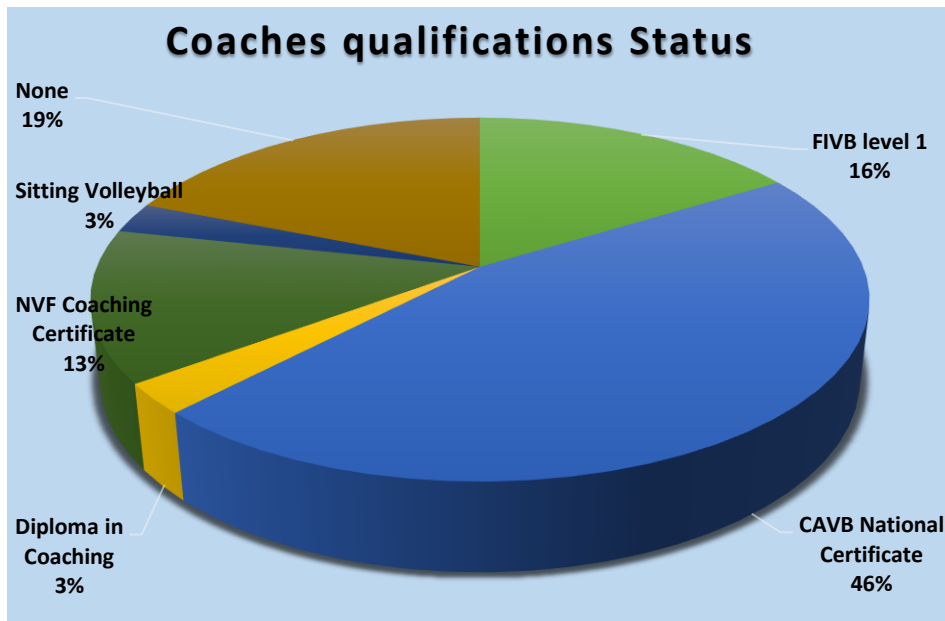
Below are pictures of a referee wearing the uniform at the wrong time and place.



conduct during games and also understanding the rules of the game pertaining to the coaches' responsibilities.

The data collected from the regional associations (EVA, CVA, FNVA) during the reporting period shows that there are more coaches with a qualification who are not involved in the coaching. These coaches are either players or administrators, the majority of the teams are being coached by coaches with no qualifications.

The chart below depicts the types/level of coaches qualifications out of the three (3) Regional Associations stated above.



Looking at the above chart proves that a lot has been done by NVF in building capacity over the years in the coaching area, this should be the time to impart the knowledge for volleyball to grow technically. This can elevate the local competition and subsequently improve the performance at the regional and international competitions.

Before applying for future courses, it is important to conduct an analysis on the existing coaches to enable to conclude if there is a need for that or rather to dedicate the efforts in other areas that need improvement. It is also crucial to understand the intention of those who intend to participate in a course.



It is evident from the data presented that there is a lack of commitment from the qualified coaches to plough back into volleyball. The data provided also shows that most of the qualified coaches are either players or administrators within club/teams structures but have no role in the technical aspect of the teams. The introduction of the rule of clubs/teams to be coached by qualified coaches might encourage such coaches to take up the coaching duties in all teams.

coach to be involved in a team of his/her choice by assisting in a technical capacity as an intern. Clubs/teams should also be sensitised to accommodate interns on an agreed period not less than 3 months where possible.

b) Coaches should be encouraged to explore the available online platforms being availed by CAVB/FIVB or the YouTube tutorials for knowledge enhancement.

Recommendation:

a) NVF needs to introduce a mechanism whereby course participants only received a 12-month probation certificate and then receive a qualifying certificate after probation completion. The probation should compel a

2.6 Courses

The NVF Strategic Plan is geared towards capacity building at all levels and associations are encouraged to request courses aimed at capacitating their affiliates. The demand for courses was very low, only three referees (3) courses were requested of which only two (2) took place.

Associations need to prioritise capacity building enhancement in all areas, this will elevate the skills and ensure the smooth running of the associations operations.

2.6.1 Implementation of the courses schedule

Three referees' courses were scheduled during the period under review;

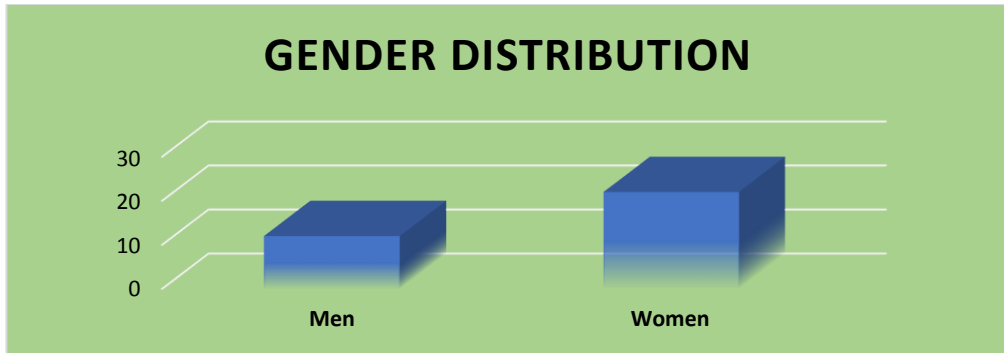
Erongo Volleyball Association cancelled the refresher course which was scheduled to take place on 25-26 March 2021 due to a low number of interested participants.

Central Volleyball Association shifted their course from 9-11 April to 14-16 May 2021. A total of 47 referees attended of which 34 were assessed and certified fit to officiate with the recommendation of practising more.



Photo: CVA referees Course participants



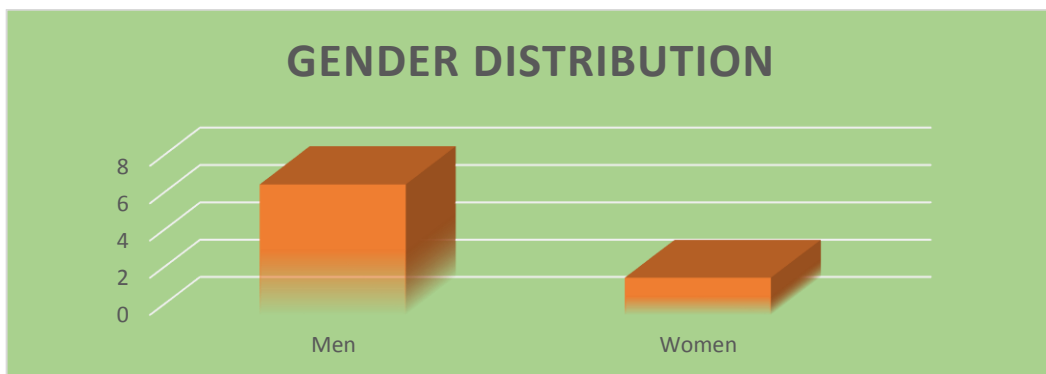


The above graph shows the gender distribution on the course participant which indicates that more women attended and this is commendable since there has been lack of participation of women in sport.

Southern Volleyball Association held a course on 28 – 31 May 2021. A total of 19 participants attended the course of which 10 were assessed and certified as qualified to officiate with the recommendation to practice more while 9 participants attended as observers.



Photo: SVA referees Course participants



The above graph shows the gender distribution on the course participant held in SVA which indicates that more men attended compared to women.



Recommendation:

- a) Referees continue to explore the available online platforms being availed by CAVB/FIVB or the YouTube tutorials for knowledge enhancement.
- b) More women to be encouraged to participate in courses to avoid a male dominated leadership sport.

3. Competition

National Competitions are a vital part of the volleyball structure, these events continue to provide an excellent pathway for younger players to build towards competitive players national and international. As a sport code, there is a need to take the next step with volleyball events and make them spectator, media and sponsor attractive without forgetting about the participants. The NVF competitions are organised with an eye to raising the profile of the events outside our traditional community.

Strategy #5 of the 2020-2024 NVF Strategic Plan is to **“Ensure quality of Competitions and Events”**.

To say the year 2021 has been challenging is an understatement. With the Covid-19 pandemic bringing events in the country to an abrupt since March 2020, the NVF was fortunate to have successfully hosted two regular sanctioned events in 2021. While the volleyball community like attending events to watch and support their teams, the limitation of spectators came with an exciting live-streaming of most of the games

during the competitions during the reporting period.

Unfortunately, the low point of the reporting period was uncompleted of regional leagues of which many were about to conclude the first round. It is with whole-heartedly belief that when getting through this challenging period, volleyball will play a prominent role in lifting the energy and spirits of our players again.

Volleyball unfortunately has not always been able to deliver to the satisfaction of all stakeholders, but there continues to be progress and the focus remains on growing volleyball in all corners of this country. Over the years, there has been successful in controlling the expenditure. Increasing revenue is always the most important challenge, to win this challenge, there is a need to develop our sport which is difficult to achieve in Namibia with scores of other sports all chasing a limited pool of available sponsorship. However, with Bank Windhoek as the main sponsor of volleyball competitions even though limited funds, we remain thankful and committed to staging spectacular and attractive events.



PART 1

BEACH VOLLEYBALL COMPETITION

3.1 NVF Bank Windhoek Swakopmund Beach Volleyball Open

Beach volleyball has recently gained momentum and became one of the NVF main brands. In 2021, the NVF hosted the open tournament in Swakopmund on 13 March. The event had 4 categories namely Men, Women, Social 2-a-side and Mixed 4-a-side, it attracted a total of 28 teams. The event was well organised, as usual, the Erongo Volleyball Association together with the participants assisted in the setting up of the courts, the



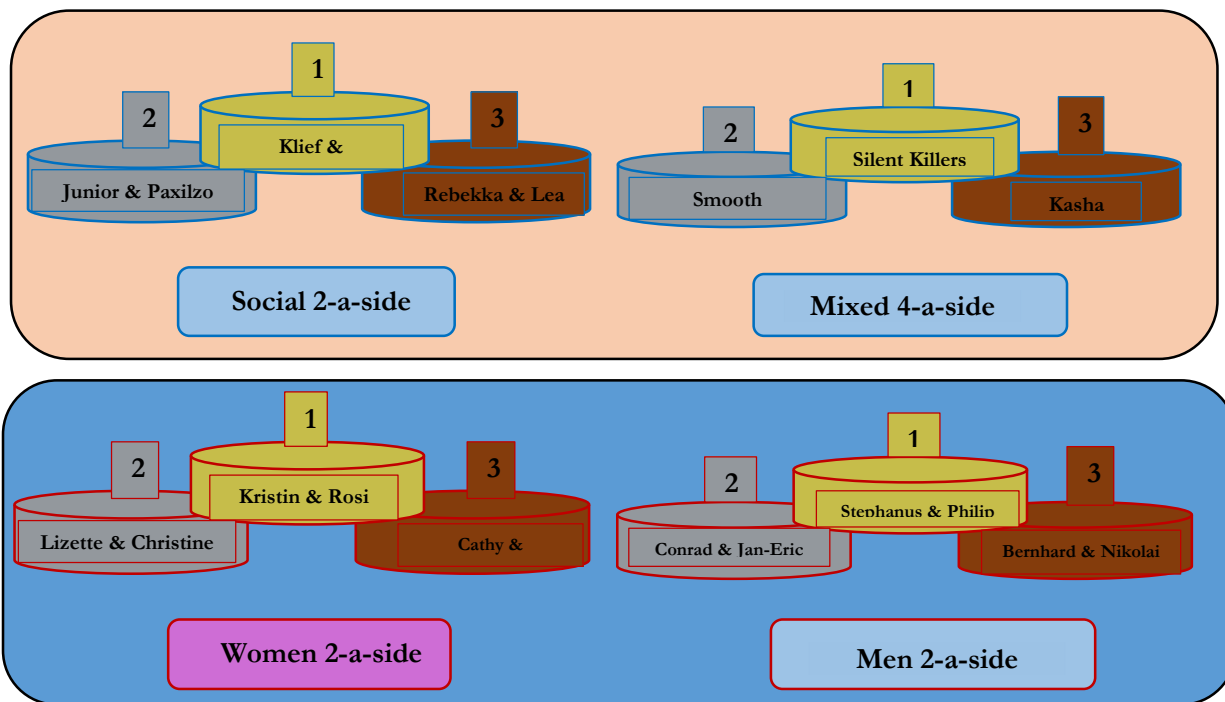
tournament was a success.

The success of beach volleyball is based on the excellent working relationship between the NVF and the stakeholders including the players. There is still a need to build and develop the concept that attract more players to beach volleyball and help them to prepare for high performances.

Having noticed that beach volleyball has put Namibia in the map during the past years, a vertically integrated model of development has many advantages, most notably the implicit learning opportunities for developing athletes. The intent is to grow the pool of talented young players who will compete for a place at the International level for Namibia, with the pre-eminent objective being to identify and develop Beach Volleyball athletes capable of future Olympic medal outcomes.



3.1.1 Tournament Results



3.1.2 Challenges

The high number of teams that participated in the tournament made it impossible to finalise the event in one day. Since some players did not want to continue on the following day, a consensus was reached so that the teams can play until very late. Due to the lack of lights at the Mole beach, the tournament was concluded after sunset which resulted in poor vision but in good spirit.

Lack of funds saw an introduction of players officiating the games as opposed to independent referees, in itself, it is a challenge that needs to be addressed once funds are available.



Recommendation:

The registration fee and the prize money both be increase by 25% to attract more teams and eventually attract sponsors when the number of participants grows. The current amount has been in existence for quite some time, the current retail price index renders players lose out in terms of cost-benefit analysis.



PART 2

INDOOR COMPETITIONS

3.2 Bank Windhoek NVF Doc Tournament

The NVF hosted the most popular annual volleyball event in the calendar on the 27 – 28 March 2021 and it was a success despite the presence of COVID-19 pandemic. Teams adhered to the COVID-19 regulations even though people wanted to support their teams in a usual manner. The Dome played a



pivotal role in working together with the NVF team in making sure that all needed logistics were in place. The Erongo Volleyball Association and officials from other Regional Associations also saw to it that the courts were set up on time to avoid any delay. Events of this magnitude must be always well organised. Team leaders did a great job in controlling their players and supporters, this was a

commendable job from every participant irrespective of their position. The live streaming on the second day also assisted to calm the supporters to adhere to the COVID-19 regulations.

Recommendation: *There is a need that the NVF Competition Director to be at the venue a day earlier to foresee that the setup is done on time to avoid the issue of the uneven floor as was seen at this event.*

3.2.1 Number of teams

The 2021 Bank Windhoek NVF Doc Tournament attracted 21 teams of which 12 were men and 9 women teams respectively.

Men category	Women category
City of Windhoek	Coastal Warriors
Coastal Warriors	DTS
DTS	Eleven Warriors
Eleven Warriors	Happydu Village
HappyDu Village	Khomas NamPol
Khomas NamPol	Kudos
Kudos	Namibian Navy
Namibian Navy	NUST
Namibia Correctional Service	Revivals
Nited Polytechnic	
NUST	
Riverside	



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Bank Windhoek

Bank Windhoek

TURING VISION INTO REALITY

BE INSPIRED

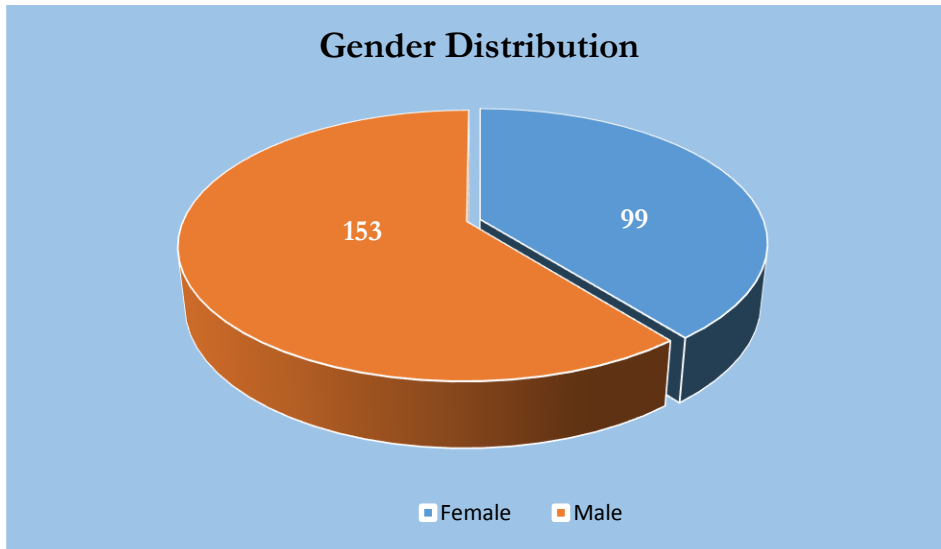
CALVARY Technology

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3.2.2 Number of players

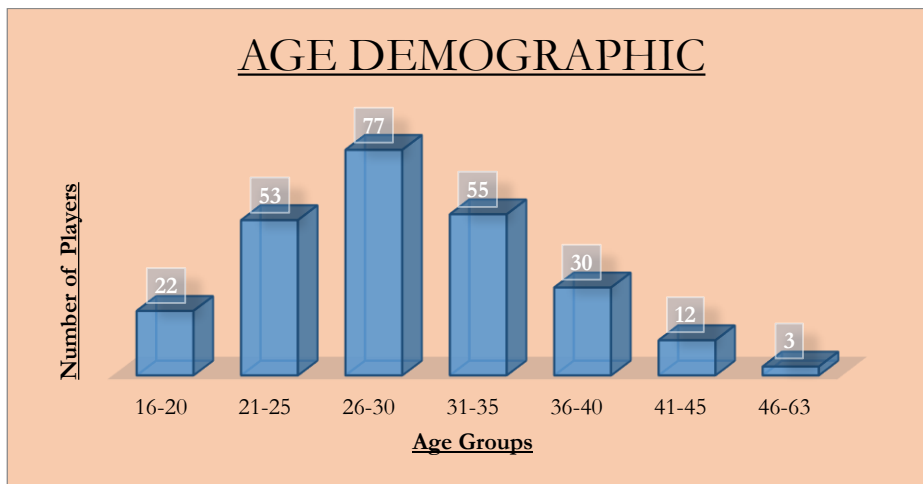
The tournament attracted 252 players in total.



3.2.3 Age Category

The graph below depicts the age groups of players who participated in the tournament. Looking at the age group 16-20, it is evident that there is a lack of grassroots development or teams do not make use of players in those age groups due to various reasons and this is not good for the National teams under the age of 20 categories.

It is an indication that many players exit volleyball after the age of 35 and these are the players who should become administrators and coaches.



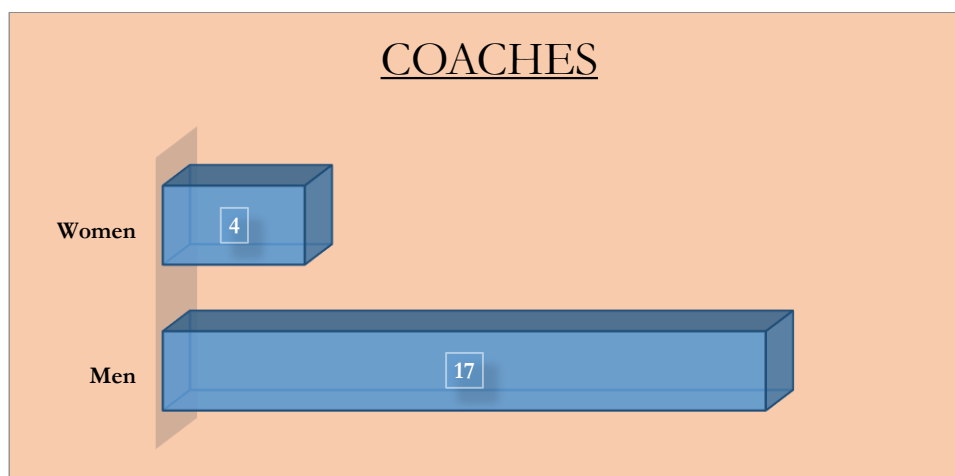
3.2.4 Coaches

There is a serious need of developing more coaches across Regional Associations. Evidently, out of 21 teams, 12 coaches were players at the same time. This resulted in some teams playing without coaches because the coach was playing at the same time that his/her team was playing. Only 9 coaches were with



their teams on a full time. This practice is not good for the development of players in the country and it is evident that retired players do not plough back into the sport in terms of development.

The graph below shows the number of coaches per gender, out of 21 head coaches, only 4 were female of which 3 were coaching male teams.



3.2.5 Players and Coaches uniform

The playing uniform is not being taken seriously, most of the teams were using uniforms that is not up to FIVB standard. Few teams were allowed to play with jerseys that do not have numbers in front. The shorts and tight of many players were not the same which is contrary to the rule, some players were using tights or leggings or compression pads not corresponding to the part of the uniform. These devices must be of the same colour as the corresponding part of the uniform. Black, white or neutral colours may also be used. One team was allowed to play using a different playing jersey bearing a name of a different team.

The coaches uniform is well outlined in the NVF Circular 1 of 2021 under 2.4, 2.5 and 2.6

respectively where it is stated that “*Where possible, the technical team should have the same attire (uniform).*”, “*No coach shall be allowed to stand on the team bench while wearing a short, skirt or any other attire other than a long pant. This is in reference to the bottom.*”, “*Wearing open shoes while coaching is not allowed.*”

During the 2021 Bank Windhoek NVF Doc Tournament, coaches were seen not in compliance with the required standard. This culture does not only defy the NVF rules but also portray a bad image for volleyball.

Recommendation:

- a) *In future, Referees Director should note down the team colours that includes that of a libero during the preliminary meeting and distribute them to the official tables/pool to avoid such incidents.*
- b) *Coaches to take their appearance seriously and promote the good image of coaches in volleyball.*
- c) *Referees should enforce the rules accordingly without compromising.*



3.2.6 Tournament results

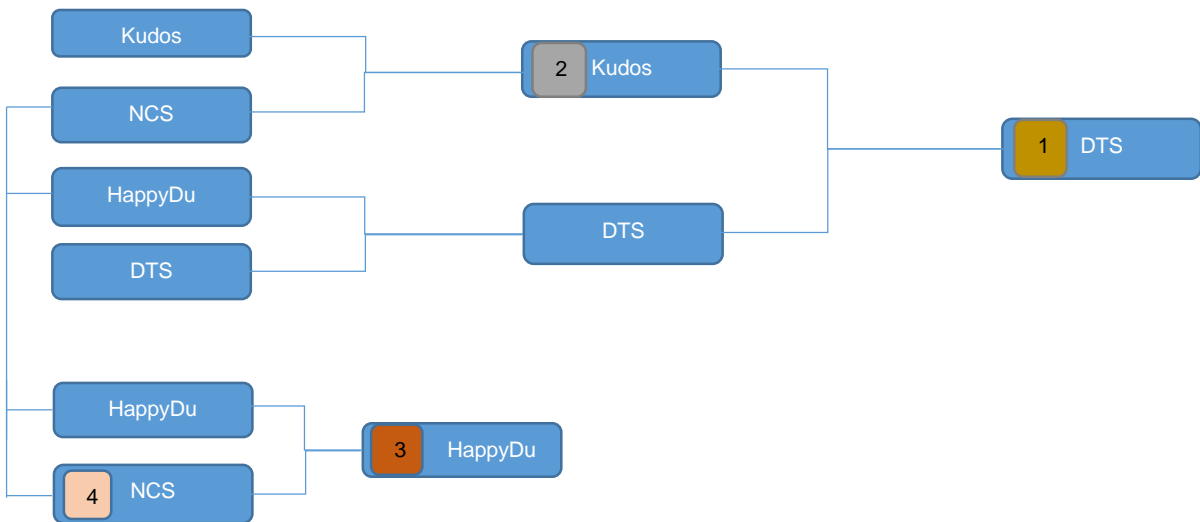
The results are presented per category in the tables below.

3.2.6.1 Men category

As indicated in 3.1 above, the men category had 12 teams which were divided into two groups.

Teams	Group A - Men									Points	Rank	
	Games			Sets			Scores					
	Played	W	L	F	A	Q	F	A	Q			
Kudos	5	5	0	10	1	10	253	195	1,29	15	1	
HappyDu Village	5	4	1	9	3	3	271	196	1,38	12	2	
City of Windhoek	5	3	2	6	4	1,5	223	174	1,28	9	3	
Riverside	5	2	3	5	6	0,83	211	233	0,91	6	4	
NUST	5	1	4	2	8	0,25	176	236	0,75	3	5	
Coastal Warriors	5	0	5	0	10	0	150	250	0,6	0	6	
Teams	Group B - Men									Points	Rank (points)	Rank (Sets Quotient)
	Games			Sets			Scores					
	Played	W	L	F	A	Q	F	A	Q			
DTS	5	4	1	9	3	3	258	196	1,32	12	1	1
NCS	5	4	1	8	3	2,67	248	203	1,22	12	1	2
Khomas NamPol	5	4	1	9	4	2,25	285	240	1,19	12	1	3
Nited Polytechnic	5	2	3	5	7	0,71	224	261	0,86	6	4	4
Navy	5	1	4	3	9	0,33	201	257	0,78	3	5	5
11 Warriors	5	0	5	3	10	0,3	220	279	0,79	0	6	6

The chart below depicts the route from the semi-finals to final in the men's category.

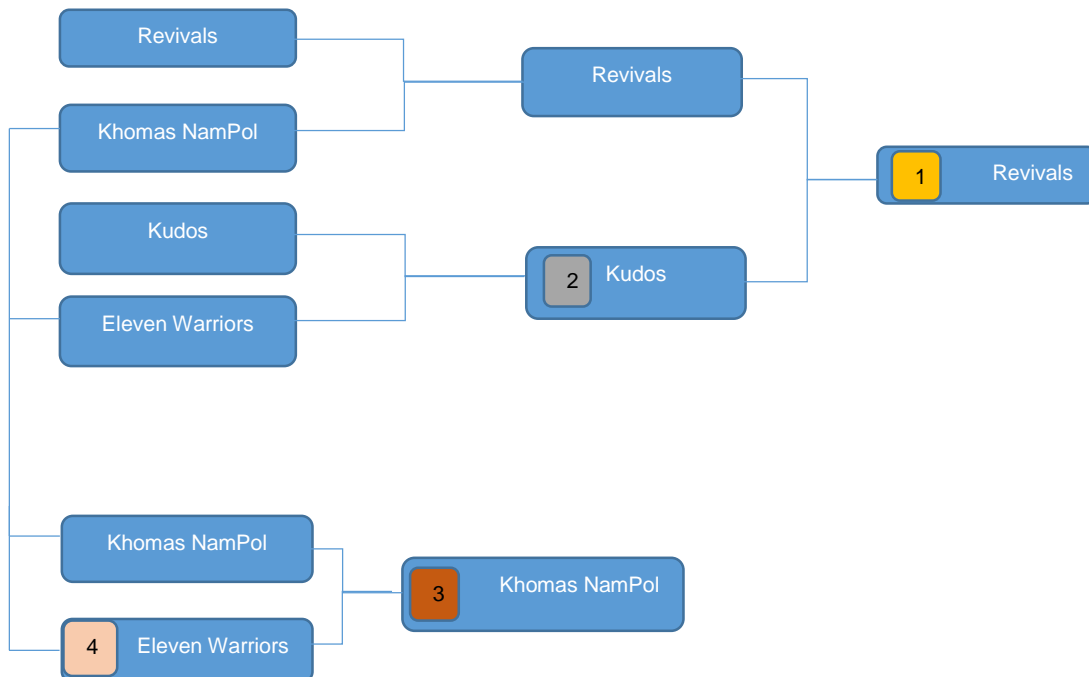


3.2.6.2 Women category

The women category had 9 teams and were also divided into two groups in line with the Doc Tournament Regulations.

Teams	Group A - Women									Points	Rank
	Games			Sets		Scores	Points				
	Played	W	L	F	A	Q	F	A	Q		
Kudos	4	4	0	8	1	8	211	141	1,50	12	1
Revivals	4	3	1	7	2	3,5	200	158	1,27	9	2
Happydu Village	4	2	2	4	4	1	159	172	0,92	6	3
DTS	4	1	3	2	6	0,33	159	183	0,87	3	4
Coastal Warriors	4	0	4	0	8	0	125	200	0,63	0	5
Teams	Group B - Women									Points	Rank
	Games			Sets		Scores	Points				
	Played	W	L	F	A	Q	F	A	Q		
Khomas NamPol	3	3	0	6	0	0	150	83	1,81	9	1
Eleven Warriors	3	2	1	4	2	2	133	110	1,21	6	2
Namibian Navy	3	1	2	2	4	0,5	99	131	0,76	3	3
NUST	3	0	3	0	6,00	0	92	150	0,61	0	4

The chart below depicts the route from the semi-finals to the final in the women's category.



Recommendation:

- a) *Coaches' development to be enhanced and clubs/teams should approach retired players to come on board.*
- b) *Regional associations to be strict on the standard of uniform during their leagues, this will help NVF to maintain a good standard.*
- c) *The registration fee should be increase by 25% and the prize money be increased by 50%. The current amount has been in existence for quite a long time and they were decided upon based on the retail price index by then. At the moment, taking two teams consisting of 28 people to Swakopmund is already way too costly, the cheapest accommodation costs a minimum of about N\$5000 excluding meals and transport.*
- d) *NVF Executive members at the tournament to be reduced to cut costs since not all members have roles to play at the tournament.*

3.2.7 Medical Analysis

The availability of the NVF medic on the ground was commendable. Upon the request of a sick bay by the medic, the host made provision for a sick bay inside the hall, however, teams were not informed as to where the sick bay was which resulted in the medic to be moving between courts.

(i) Injuries

There was only one major injury, a player from HappyDu Village female team who injured her knee and she received treatment on the spot. She was observed by the NVF Medic throughout and her condition improved. Other injuries were minor.

(ii) Doping

Players were using energy drinks that contain high caffeine and fizzy drinks during matches which are not recommended for athletes during games. It is prohibited for players to consume the following during the match:

- a) Energy drinks of all sorts except Powerade and Energade
- b) Fizzy drinks
- c) Food

(iii) Challenges

Most of the teams did not have medics which makes it difficult for one medic to cater for all courts at the same time. Due to a lack of education on the usage of prohibited drugs, drinks, food etc. among the volleyball community, it was difficult to take action.

Recommendation:

- a) *Teams should be encouraged to have their medics for first aid irrespective of whether the tournament organizers provide an overall medic for the tournament. Medics are needed throughout the team's activities starting with off-court training onwards. The medic can assist the players to avoid worsening their injuries and also recommend to the coaching staff regarding players that are fit for games.*
- b) *The NVF to make a provision for the NVF Medic to inspect the individual team medics bags to determine the types of drugs that are administered.*
- c) *The NVF need to embark upon a doping education campaign and thereafter introduce doping control during national tournaments so we prepare our athletes for international events.*
- d) *Players to be sensitised on the importance of using appropriate sneakers to avoid unnecessary injuries.*
- e) *The Competition Control Committee together with the Medic to restrict Energy drinks except for Powerade and Energade, Fizzy drinks and fruits on the team benches.*
- f) *The medic should be provided with lunch at the venue since it is difficult to move around to shops while games are on.*
- g) *Coaches and athletes are encouraged register for an Anti-Doping online course accessible at <https://adel.wada-ama.org/learn/signin>. This will enhance the understanding in terms of anti-doping by knowing what is good for an athlete and not. A certificate is issued after successful completion of the course.*



3.2.8 Referees Analysis

Only CVA and FNVA provided referees which is a big concern. Doc Tournament is one major event that helps referees to learn from one another and also help the NVF Referees Director to evaluate the standard of refereeing in the country.

The level of concentration on the referees was very low due to the high number of games officiated without a break. There is a need to increase the number of independent referees from two to three per court.

One referee was warned for violating the NVF Circular #1 of 2018.

2.2.9 Media Coverage

Erongo 24/7 played a crucial role in covering the entire tournament in all their print and media platforms. New Era, Namib Times and Namibian Sun newspapers also covered the event.

Due to COVID-19 regulations, there was a need for live streaming of which NVF could not afford as a result of a limited budget, the efforts of individual players to bring live streaming was a success as Event Solutions came on board to cover the second day of the event. Active Performer is another media platform that played a critical role in recording some games and making videos available.

The NVF Facebook page also played a major role prior, during and after the event. This saw a high number of people liking the page, additionally, the Zone 6 Facebook page also covered the event which made the tournament popular in the SADC region.

Recommendation:

NVF Marketing Director to utilise the Facebook page by live streaming semi-finals and final of the NVF events to gain popularity and market our sport code.

4. NVF Database

Collection of data is becoming more relevant in the sporting landscape, the importance of data enables the evaluation of the size and growth of NVF. It further help the stakeholders to understand the need of the federation as it zoom in the past and present performance which help in attracting new sponsors.

The analysis provided herein enables a consistent approach to why data is collected.

4.1 Regional Associations

The structure changes and agreed upon consistent process has supported the growth of the NVF membership base. The NVF has 8 regional associations namely; Central North, Erongo, Far Northern, Great Kunene, Kavango, Southern and Zambezi Volleyball Associations.

4.1.1 Active Affiliated Regional Associations

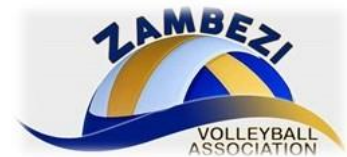
- a) **Central Volleyball Association** – Catering Khomas Region including Okahandja and Rehoboth.
- b) **Central North Volleyball Association** – Catering for Otjozondjupa Region
- c) **Erongo Volleyball Association** – Catering the entire Erongo Region.
- d) **Far Northern Volleyball Association** – Catering for Oshikoto, Oshana and Ohangwena and part of Omusati regions.
- e) **Kavango Volleyball Association** – Catering for the two Kavango regions.
- f) **Southern Volleyball Association** – Catering for //Kharas and Hardap regions.
- g) **Zambezi Volleyball Association** – Catering for Zambezi Region.



4.1.2 Inactive Affiliated Regional Associations

- a) **Great Kunene Volleyball Association** – Catering for Kunene and part of Omusati Regions.

Below are the logos of the affiliated regional associations



Recommendation:

- a) *That the Board of Administration consider disaffiliation of the inactive regional associations until they put their houses in order. The attention of the BoA is drawn to the minimum requirement to affiliate a Regional Association which is minimum of 3 teams in one gender.*
- b) *The Great Kunene Volleyball Association was affiliated in 2018 and no league has taken place to date.*

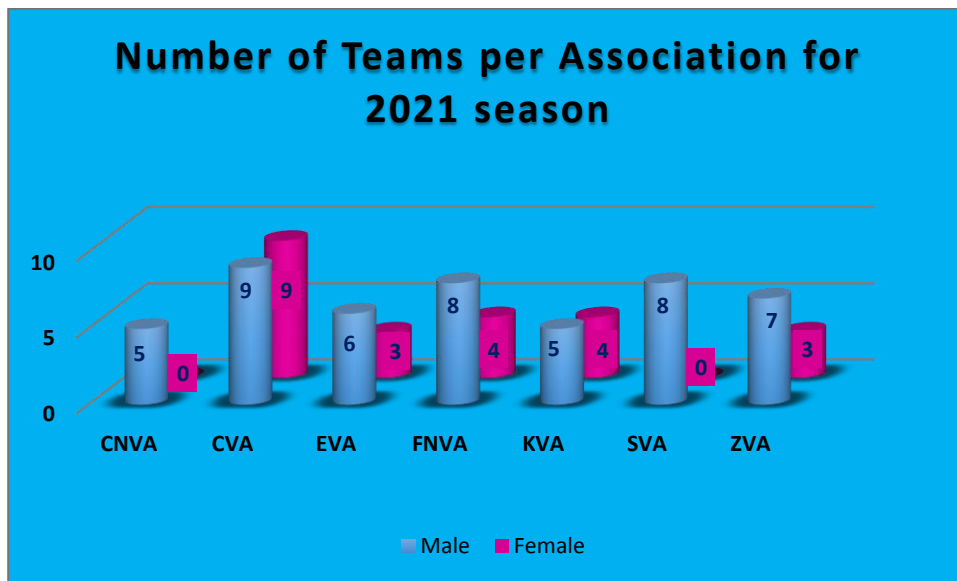
4.2 Number of registered teams

The activation of CNVA and SVA in 2021, the NVF saw an increase in the number of registered teams. For the 2021 volleyball season, 71 teams were registered of which 48 are men's while 23 are women's teams compared to

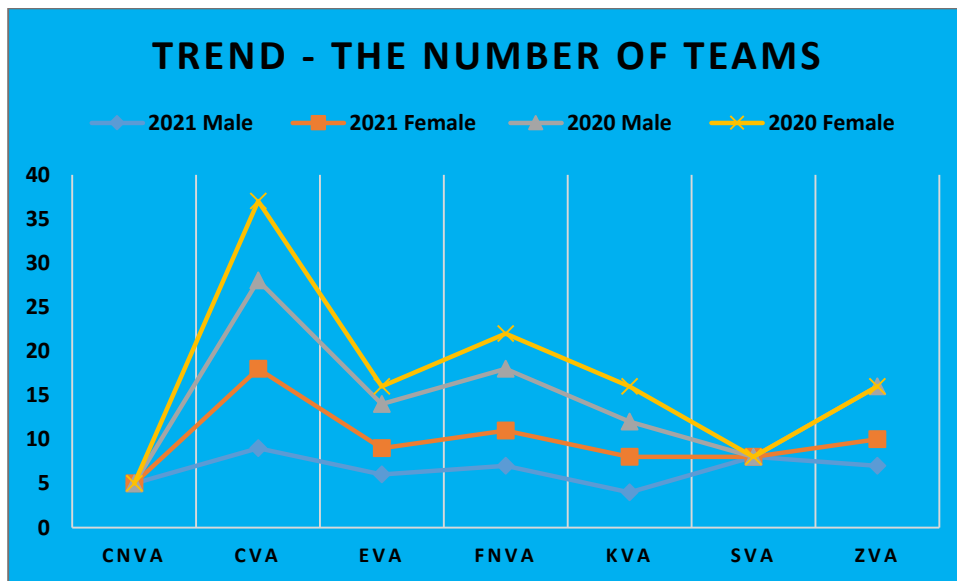
the 2020 season where 51 teams were registered with 32 and 19 men and women teams respectively. The number presented above includes KVA in both seasons.



The graph below indicate the number of teams per regional association per gender.



The graph below shows the increase and decline of teams per association for the 2020 vs 2021 volleyball season.



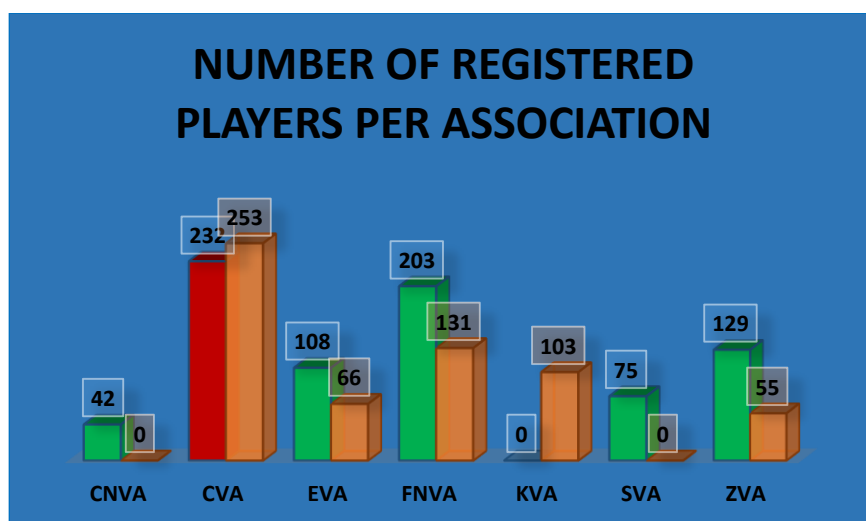
4.3 Number of registered players

The graph below depicts the total number of registered players per gender. The 2021 season saw a total of 243 registered players in the women’s category compared to 245 in 2020, this shows a decrease of 2 players. The men’s category saw a total of 546 registered players in 2021 compared to 243 players who were registered for the 2020 season, this shows an increase of 183 more registered players. The increase in the men’s team came as a result of CNVA and SVA that registered for the first time and only consists of men teams. The 2021 data excludes Kavango Volleyball Association due to a lack of data from the association.





Below is the graph that shows the number of players registered per association, this also indicates how the associations have performed in terms of increase or decrease in the number of players between 2020 and 2021 volleyball seasons. The data on the left represents the 2021 season while the one on the right represents the 2020 season. The green colour represents an increase in number while the red colour represents a decrease.



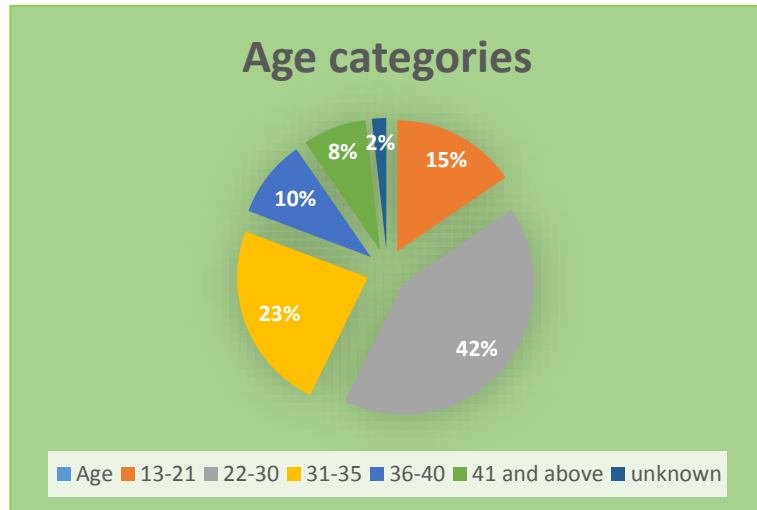
Growing the number of players requires an intense development program driven from the NVF to the regional associations levels. Grassroots development is prominent as it serves as a conveyor belt that is feeding the teams which eventually grows the number. Seeing that the bigger pool of players across all regionals association ranges between 22 and 35 years old, that is the number that has been observed to have a high rate of player exiting from volleyball.

While focusing on development of young players, it should be noted that the development should go parallel with the improvement in hosting quality events that attract both players, administrators, media and sponsors. Quality events motivates players to perform at a high level, this dictates that the leadership have a duty to ensure that high performance opportunities are created to give hope to players to excel.



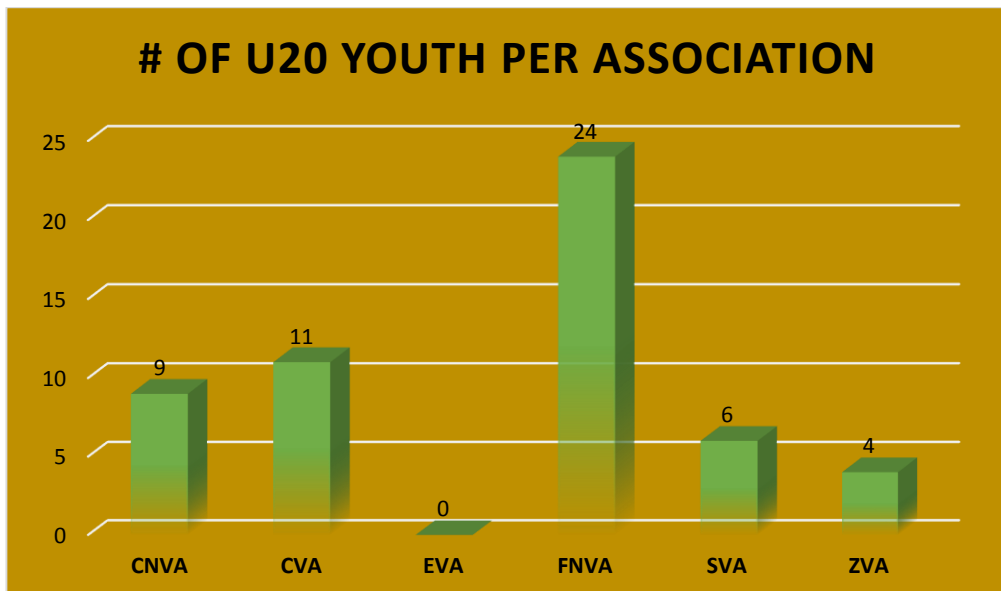
4.4 Age Category Analysis

The chart below indicates the percentage per age category, the youngest and oldest players are found in the female category with the age of 13 and 62 years old respectively. The chart also indicates that there is a need to strengthen the grassroots development to improve the percentage of registered players in the said age category from 15% to above 20%. The current data shows that there is no large pool of players to play in the under 17, 19 and 21 age categories.



4.4.1 Percentage of then U20 in the regional leagues

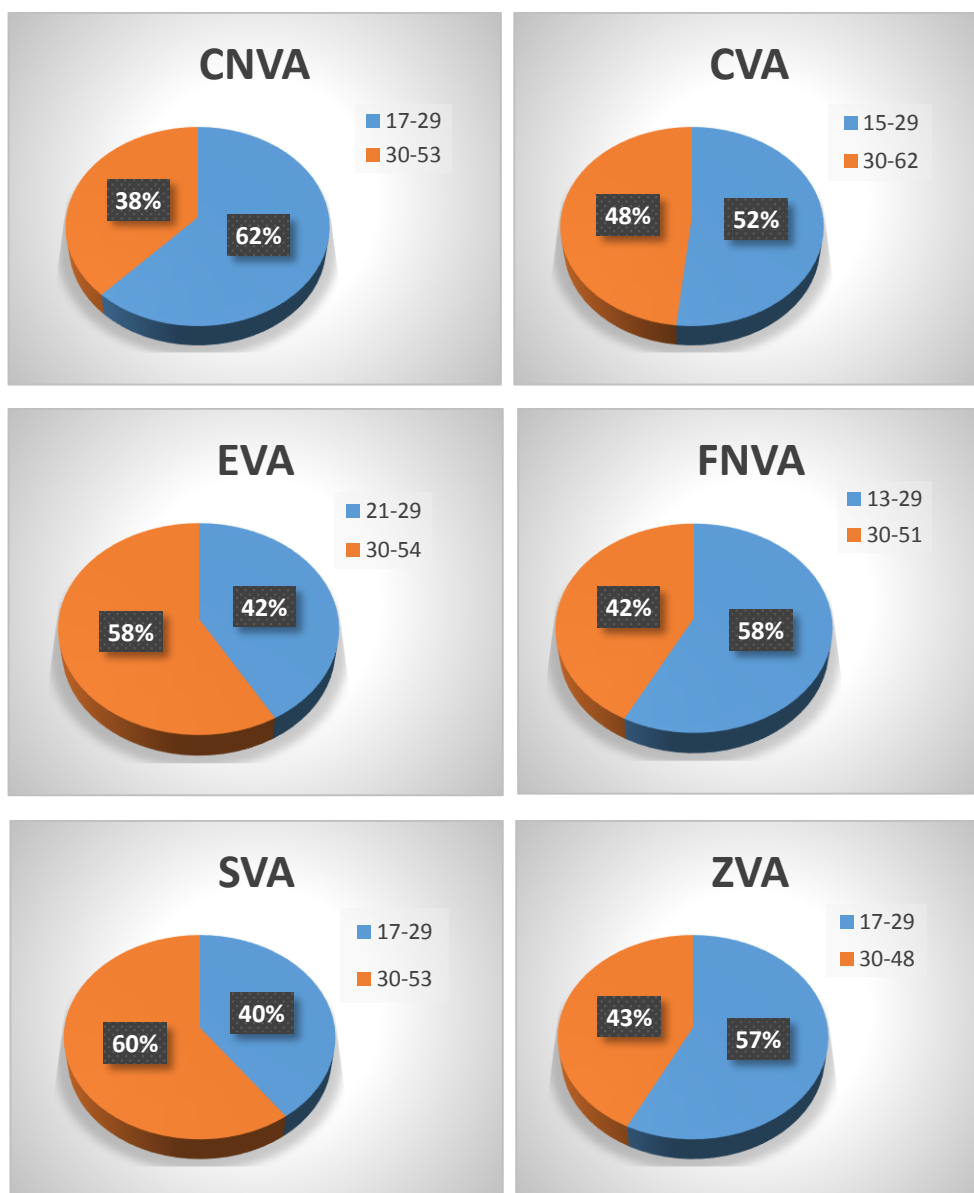
It is clear from the graph below that FNVA has the highest number of youth compared to other associations. The association has improved by doubling the number compared to last year. CVA and ZVA have decreased by 1 and 2, respectively. EVA need to work hard by bringing youth into the league to remain competitive, lack of young players might result in the decrease of players and subsequently the teams. It is worth noting that in 2020 KVA was the highest with 32.



4.4.2 Percentage in age category per regional association

The charts below show the age category per the regional association categorised between the youngest age and 29 years and also between 30 years old and the oldest age in an association. The age categories were split informed by the observational performance of players and the interest in volleyball beyond the age of 30. All regional associations with exception of CNVA show less than 40% percentage in the age category less than 30 years, the rest are above 40% which represent the age category above the age of 30. This shows that there is a need to

implement a development programme to serve as a feeding programme to the existing structure. SVA is the worst affected regional association followed by EVA, CVA, ZVA and FNVA respectively.



5. Regional Leagues

Regional leagues are running smoothly as a result of committed leadership but there is a need for technical support and financial injection into these leagues from the NVF. The regional leagues are the backbone of volleyball in the country and without regional leagues, the exposure will be minimal. For volleyball to grow, regional associations need to be strengthened in all areas. At the moment association leaderships are playing a pivotal role in ensuring that volleyball leagues exist in their areas, this comes with a lot of sacrifices.



Regional leagues were negatively affected by the COVID-19 pandemic, some associations were at the beginning of their leagues when the contact sport became prohibited at end of May 2021.



Achievement:

The Technical Department developed guidelines on the restructuring of the Regional Leagues in line with Priority #2 of the 2020 – 2024 NVF Strategic Plan to enable maximum participation in all corners of the country. The guidelines give powers to the regional associations to divide the regional leagues into sub-regional leagues aimed at curbing the travelling distance by participating teams as a cost-saving measure.

5.1 Technical Support

There has been a lot of technical support sought by the regional competition and referee directors across all regional associations, this has been done via telephone in most cases when the said directors were faced with challenges. This has indicated that there is a need for capacity building in these areas. One of the challenges was the issue of compiling the log-standing which requires a universal tool to avoid miscalculation. The creation and refinement of community volleyball products and the development of underpinning IT platforms and resources continue to drive ambitions off the court to be more efficient and effective in what we do.

As a remedial action, the Department has come up with a spreadsheet that is still work in progress and will be shared with all associations once finalised.

5.2 Knowledge Transfer and Financial Support

Growth in volleyball in Namibia requires a dedicated drive to develop more administrators, coaches and officials. There is a need for knowledge transfer either from NVF to regional association or from association to association to manage the regional league affairs. The administration is one key component that lacks in most regional association structures and this need to be elevated. Similarly, this does not only affect regional associations but also at the NVF level.

Without the expertise in the marketing area, regional associations are finding it difficult to secure sponsors which supposed to supplement



the little from Bank Windhoek. At the end of the leagues, associations are expected to award the winners but without funds, this becomes very difficult. At the moment, regional associations are surviving on the teams' registration fee to pay for the referees, venues, prize monies, medals and trophies. The analysis revealed that the funds generated through registration fees are not enough to cater for referees' payments alone.

Recommendation:

a) *Capacity-building should be strengthened in the marketing area and that the NVF Marketing Department assists the regional associations in securing sponsors for their leagues.*

b) *Regional leagues should be financially from the Bank Windhoek cake for them to at least cater for the winning prizes.*



5.3 Compliance with COVID-19 measures

As preventative measures, the NVF issued guidelines to direct associations/clubs/teams and individuals during training, league games, tournaments, friendlies etc. This was done to make sure that every participant's priority is always the minimisation of the risk of community transmission of the virus. These guidelines were issued based on the best available information and advice to optimise participant and community safety and should be used in conjunction with the Public Health COVID-19 General Regulation.

The NVF applied for authorisation to host regional leagues which came with additional conditions contrary to the Public Health COVID-19 Regulations issued by the government, this was not welcomed by the volleyball community in general. The NVF Technical Department was bombarded with queries and complaints in this connection.

As a result, there has been no full compliance starting from the league organisers to participants. The biggest challenge is ignorance which is guided by debates between Public Health COVID-19 Regulations and NVF issued guidelines. These issues guide the leadership in taking harsh decisions such as the prohibition of contact sport.

5.4 Regional league image

Even though associations are doing well in making sure that the leagues are visible in their associations, the image is indeed worrisome. Apart from the FIVB standards, the NVF has time and again advocated that these rules be maintained. The NVF Technical Department has issued a Circular that stipulates how and what should happen during the games, this Circular has been ignored in many instances.

The NVF social media has become one of the best tools to market all volleyball events, it is a bad image for NVF in terms of adhering to the rules of the game seeing teams playing at a high standard without proper uniforms. This does not only give a bad image but also does not give a distinction between NVF sanctioned leagues and non-NVF sanctioned social events.

For teams to take this serious, it should start with the approval of the clubs/teams during the affiliation. Clubs/teams should be given a form that indicates that they will adhere to the rules so that when such a team is in violation, it is easier to penalise them.



Pictures of some of the teams in violation of the FIVB rule.



The image of volleyball can only grow and become a marketable brand if the leaders, officials, teams and players take the rules serious and abide by them with no exception. *“The referees has the power to decide any matter involving the game, including those not provided for in the rules”*. Only on the basis of full acquisition of the fundamental principles of formulation and application of the rules by both parties can the image of Namibian volleyball conform to the required standard.





The standard of uniform has downgraded over the past years because uniform has become less important part of the game, more attention is given to number of teams registered and the game itself forgetting that games are played under the rules.

When referees allow teams to play as appearing in these pictures, it sends a message to the teams

that all is well. Furthermore it is the view of the technical department that leaders are hesitant to enforce the rules since they are part of some of these teams that are not adhering to the rules. For volleyball to grow, everyone involved ranging from leaders, clubs/teams owners, players and spectators need to pull in the same direction. *When we respect the game we love, everyone else will respect it.*





The Technical Department strongly believe that with the awareness campaign through the issued circular and other means, there will be an improvement in the teams' appearance which will generally uplift the face of structured volleyball.

6. National Team Development Project

In line with Priority #3 of the NVF Strategic Plan for the period 2020-2024 which is envisioned to Accelerate High Performance and Technical Development, the NVF through the FIVB Technical Department managed to secure an international expert to train the national team in both indoor and beach volleyball for 3 months (September – November 2020). The project is designed in a way that can benefit local coaches and individual teams.

The plan became practically not possible due to the COVID-19 pandemic when positive cases began rising in the country. Contact sport of which volleyball is part became prohibited from 31 May 2021, this affected hosting of the Regional Association Championships which is the first face of the National team development project. The project was postponed to 2022 depending on whether the COVID-19 situation normalises.

7. Blind Spots

The 1st Blind Spot: The NVF is faced with a challenge of data record-keeping, this culture needs to be done away with and make sure that records are kept for future use. This range from people who have served the NVF in the past and their terms of service, the players who played for the national teams in the past including their coaches, the types of activities held, champions or

Recommendation:

- a) Association leaders should give all registered teams an orientation on the before the league start.
- b) Associations' leadership especially chairpersons who are BoA members need to own every correspondence from the NVF as it is coming from their desks and see to it that rules are applied accordingly. These correspondences should not only be shared with their members and do not monitor the implementation.
- c) Referees to apply the rules accordingly, the NVF has gone far to relax some of the FIVB rules to suit the local situation.

winning teams for the particular event such as the popular Doc Tournament, NVF Cup, National and or Regional leagues etc.

Over the past two seasons (2020 and 2021) the technical department has been trying to collect data such as the number of registered players and clubs, this is for record-keeping and mainly data analysis to enable the BoA to make an informed decision. This exercise has been a challenge as such information is seen as a waste of time and energy. There is a huge gap when it comes to record-keeping and that need to be closed. The only way it can be closed is by understanding the importance of such information so that data collection can be prioritised by all members of the BoA.

The 2nd Blind Spot: There is a gender balance gap being experienced in leadership positions which attract the implementation of Affirmative Action in the leadership positions both at the national and regional level. The year 2002 was the year that NVF had women in majority in the Executive Board and the wheel has since turned. This culture can be addressed by encouraging and motivating women to take up leadership positions, the other way is to introduce the gender in minority leadership positions in the Executive at both national and regional structures.

The 3rd Blind Spot: NVF is one lucky National Federation that has a lot of volunteers those in the governing structures and those who are not in



the governing structure but playing a crucial role in the grassroots development. Without development structures and no active school volleyball, NVF can produce youth players in most of the regions, the MTC National Youth Games can attest to the observation. The question that needs to be answered is, who develop these kids and with what resources?

If that question is answered, it is believed that volleyball in Namibia will excel as there is potential in all 14 regions.

The 4th Blind Spot: Beach volleyball is one area that can make the NVF a competitive National Federation in the international arena. At the present moment, NVF is known as a National Federation that focuses on organising local events and does not compete internationally. The past years serves proved that Namibia has the potential of which the NVF need to step in and support the players. The current practice is that players who have money are the only ones who are able to participate in international events.

With the availability of funds, the beach circuit needs to be taken care of in the support and

8. Conclusion

The NVF Technical Department continue to analyse and advise in accordance with the Strategic Plan aiming at meeting the set targets within the given timelines. Importantly, the Strategic Plan need to be reviewed and set new targets that are realistic as a result of the COVID-19 pandemic that brought about the halting of sports activities.

The enhancement of community expertise through capacity building in both sport management and technical ability is fundamental to the growth of volleyball, this will help in defining effective parameters in making volleyball a number 1 sport code in the country. However, for volleyball to grow fast, regional associations that are the custodian of regional competitions need to be capacitated in all aspects to enable them to easily run activities at the same level.

The introduction of the sub-regional leagues should be employed especially by regional associations that operate in vast areas. This will not only lessen the burden from the teams in

development of the players, there is no doubt that champions will be produced. Beach volleyball need to be treated as a stand-alone product of the NVF that should get its sponsor instead of sharing the same sponsor with indoor volleyball unless the sponsorship from Bank Windhoek increases.

The 5th Blind Spot: Community Engagement Strategy through engaging, interactive event activations enabling more people to experience the sport of volleyball is one area that is neglected. So many people who are playing volleyball but do not know if there is a volleyball organisation in the country which has structures in the regions as part of decentralisation. An outreach programme can be a great tool to expand participation and grow volleyball, time and again videos are seen on social media of volleyball being played in the communities. Once this opportunity is explored it can bear good fruits, this is one area that the Technical Department through the NVF structures is striving to introduce and activate. Looking forward there is boundless scope for promotional and participation opportunities through this level of community engagement.

terms of travelling long distances but will also enhance the growth of volleyball and attract mass participation. The NVF continues to move towards a decentralised delivery system of volleyball through building regional association capability. This will enable a much faster reaction to local/regional demand and fit with the current societal trend towards a less structured activity which is much more easily delivered locally through regional associations knowing their demographics and accessing resources to adapt faster to demand.

The sporting landscape has changed and our collective efforts to ensuring the provision of participation opportunities are more important than ever. The NVF Technical Department will seek to be proactive in how we maintain levels of participation whilst planning for resurgence into the community.

Volleyball has so much to offer to all who become involved in it, from the social player to the elite, and the administrators to the referees and coaches, it is the true essence of a team sport but





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Layout & Design: NVF Technical Department